

WCAV-TV, WAHU-CD, WVAW-LD
EEO PUBLIC FILE REPORT
June 1, 2010 – May 31, 2011

Section I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Master Control Operator	1-20, 22-29, 31	5
Meteorologist	1-20, 22-29, 31	5
Multi Media Journalist	1-20, 22-29, 31	24
Producer	1-20, 22-29, 31	27
Anchor/Reporter	1-20, 22-29, 31	24
Multi Media Journalist	1-20, 22-29, 31	23
Director of Branding & Promotions	1-20, 22-29, 31	23
Multi Media Journalist	1-20, 22-29, 31	5
MCO	1-20, 22-29, 31	5
Multi Media Journalist	1-20, 22-29, 31	5
Production Assistant	1-20, 22-29, 31	5
Creative Services	1-20, 22-29, 31	32
Weekend Sports	1-20, 22-29, 31	5

WCAV-TV, WAHU-CD, WVAW-LD
EEO PUBLIC FILE REPORT
June 1, 2010 – May 31, 2011

Section II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Media Line – email: Mark@medialine.com web: www.medialine.com	No	
2	Broadcasting Institute of Maryland – email: nb@bim.org 7200 Harford Rd., Baltimore, MD 21234 434-254-2770	No	
3	VA Association of Broadcasters – www.vabonline.com (Gray400) 630 Country Green Ln., Charlottesville, VA 22902, Contact 434-977-3716	No	
4	National Association of Broadcasters 1771 N Street NW, Washington, DC (www.nab.org) Contact - Karen Hunter 202-429-5498	No	
5	www.tvjobs.com Contact - Mark Holloway	No	10
6	WCAV 999 2 nd Street, Charlottesville, VA 22902 434-242-1919, Contact – Debbie Kaplan www.newsplex.com	No	
7	National College, 1515 Country Club Road Harrisonburg, VA 22802, Contact - Terresa Lundberg email: tlundberg@national-college.edu 540-432-0943	Yes	
8	Craigslist.com	No	
9	James Madison University, Harrisonburg, VA 22807 Contact - David Chase; website: www.jmu.edu/aacd/interviewing/employers/postajob.htm 540-568-6229	No	
10	PVCC On-line now Andre.luck@pvcc.com	No	

11	<p>Bridgewater College Office of Career Services Bridgewater, VA 22812 email: stalbott@bridgewater.edu 540-828-5371</p>	No	
12	<p>Blue Ridge Community College Weyers Cave, VA 24486 email: careers@brcc.edu Contact - Elizabeth Hall, Student Services Coordinator 540-234-9261</p>	No	
13	<p>Gray Television, Inc., In-House Postings, WSAW-TV, 1114 Grand Ave., Wausau, WI Contact - Jane Ploeger jploeger@wsaw.com 715-845-4211</p>	No	
14	<p>Coppin State College 2500 West North Ave., Baltimore, MD 21216 Contact - Linda Bowie email: careerdev@coppin.edu / lbowie@coppin.edu 410-951-3915</p>	No	
15	<p>George Washington University, Career Center 1922 F St. NW, Washington, DC 20052 website: www.gwired.gwu.edu/career 202-994-6495</p>	No	
16	<p>Mary Baldwin College, Staunton, VA 24401 email: sena@mbc.edu 540-887-7221</p>	No	
17	<p>Norfolk State University, Mass Comm. 700 Park Ave., Norfolk, VA 23504 email: careerservices@nsu.edu 757-823-8330</p>	No	
18	<p>Old Dominion University, Career Management 2202 Webb Center, Norfolk, VA 23529 Contact- Andrea Harrell email: aharrell@odu.edu web: http://cmcodu.erecruiting.com/emp/sblogin 757-683-4388</p>	No	
19	<p>Virginia Commonwealth University 910 W Franklin St., Richmond, VA 23284 Contact - Nicole Footen fax: 804-828-2660</p>	No	
20	<p>Virginia Tech, Blacksburg, VA Contact - Betsy McCoy, betsy.mccoy@vt.edu web: https://www.myinterfase.com/vt/employer/ 540-231-8089</p>	No	

21	Esther Nizer, nizerem@aol.com web: www.enizer.org	Yes	
22	Mass VO Tech - email: jwest@rockingham.k12.va.us 325 Pleasant Valley Rd., Harrisonburg, VA 22801 540-434-5961	No	
23	Station Employee Referral	No	7
24	Non-Employee Referral	No	6
25	On-Air Commercial Advertising	No	
26	Walk-Ins	No	
27	Internship Program	No	3
28	Job Fair	No	1
29	TV Technology web: www.tvtechnology.com	No	
30	suzanne milewski [sue61_26325@yahoo.com]	Yes	
31	Shenandoah University 1460 University Drive, Winchester, VA 22601 540-665-4500 Rick Ours: rours@su.edu	No	
32	Internal Promotion/Transfer	No	1
TOTAL NUMBER OF INTERVIEWEES			28

WCAV-TV, WAHU-CD, WVAW-LD
EEO PUBLIC FILE REPORT
June 1, 2010 – May 31, 2011

Section III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Programs	<p>This SEU hosts an active internship program that provides students from local high schools and universities the opportunity to work and learn in an unique tri-station television environment. During this reporting year, the station hosted 9 interns from five different universities. All the interns worked in the News Department and were supervised by the News Director.</p>
2	Participation in Job Fairs (4)	<p>The Stations in this SEU participated in multiple job fairs. At each even managers spoke with job applicants about opportunities for careers in broadcasting and job opportunities at the stations</p> <p>a) Sept. 29, 2010 – The Director of Programming and Community Relations attended the Charlottesville Community Fall Job Fair.</p> <p>b) November 11, 2010 – The Director of Programming and Community Relations and a Marketing Partner attended Fluvanna County High School Career Fair to speak about careers in television.</p> <p>c) April 14, 2011 – The Director of Programming and Community Relations and a News Anchor attended the</p>

		<p>Broadus Wood School Career Day and spoke about careers in television.</p> <p>d) March 23, 2011 – the Human Resources Manager and a Photojournalist attended the Piedmont Virginia Community College 27th Annual Career Fair.</p>
3	Participate in event sponsored by organizations representing groups present in the community interested in broadcast employment issues.	<p>On November 10, 2010, the SEU sponsored an event for the Charlottesville Chamber of Commerce – Leadership of Charlottesville. Participants received training in Media and Public Relations from one of our Marketing Managers.</p>